

Comp Time Human Resources



KPI Owner: Sherri Toohey-Taylor

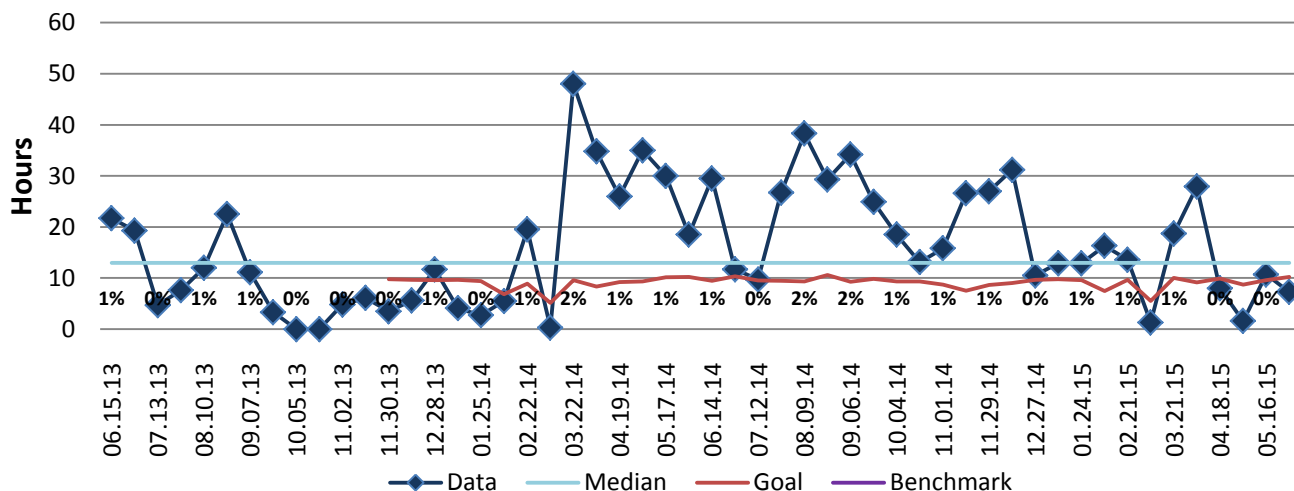
Process: Time and Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY13 average rate 0.62%		Data Source: PeopleSoft Goal Source: FY13 average Benchmark Source: N/A	Plan-Do-Check-Act Step 3: Determine and quantify root causes		
Goal: Compared to FY14, maintain <=1% of compensatory time used.			Measurement Method: Sum of comp time hours		
Benchmark: None			Why Measure: To better understand culture impact on employee usage of compensatory time for future comparison with overtime data		
			Next Improvement Step: Comparison of OT v Comp time to gain a knowledge of departmental usage and tracking		
How Are We Doing?					
06.01.14-05.30.15 12 Month Goal	06.01.14-05.30.15 12 Month Actual		05.17.15-05.30.15 Goal	05.17.15-05.30.15 Actual	
240	478		10	7	
Hours	Hours		Hours	Hours	

Comp Time



Good



Root cause analysis is not necessary because there is no gap between the goal and current performance.